MGT. M250A/PP M232

Labor Relations

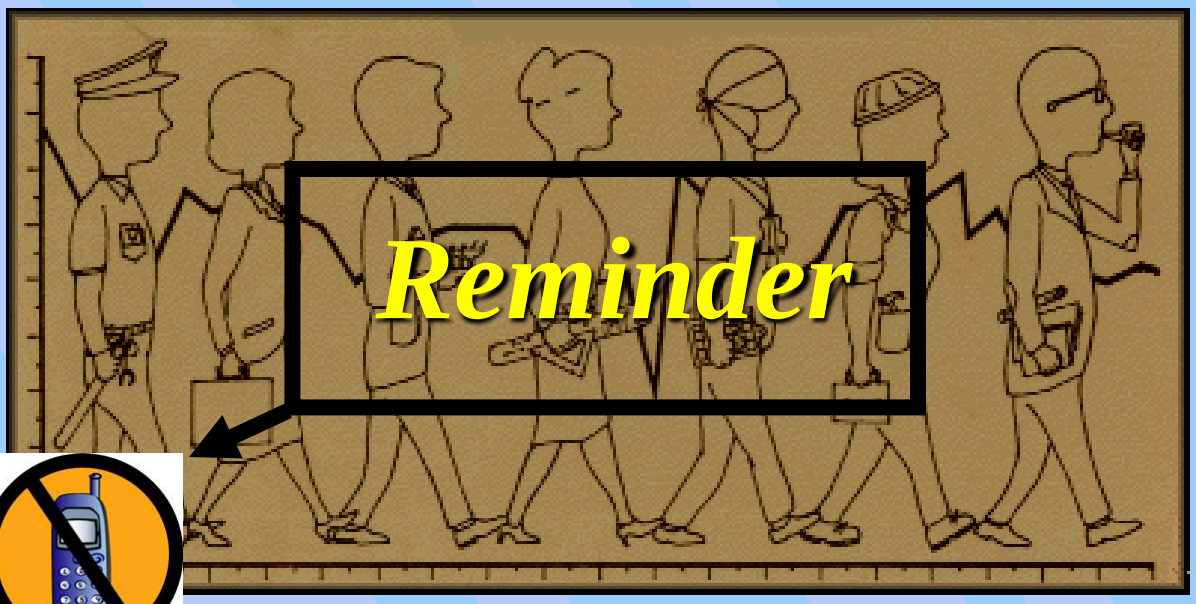
Daniel J.B. Mitchell

Ho-su Wu Professor

Anderson School

and

School of Public Affairs



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"Union Security"

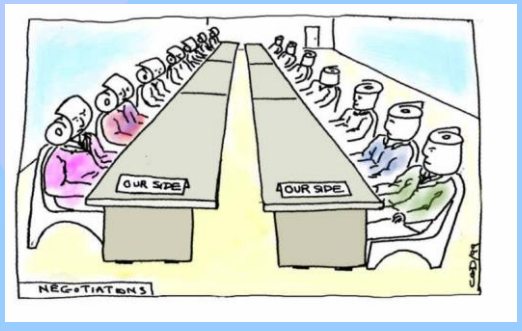
- ***Right to Work state legislation*** NRTWC
  - **Ex: Calif. 1958**
- ***Beck notices (federal requirements)***
- ***State paycheck protection proposals***
  - **Ex: California (1998 & 2005)**

Calif. Special Election

Nov. 2005

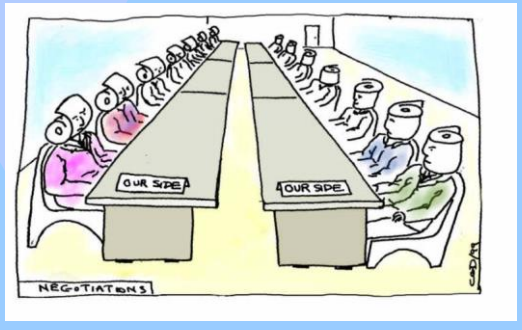
"Job Security"

- **Layoff and Recall Systems**
  (Role of seniority)
- **Severance Pay**
- **Supplemental Unemployment Benefit Plans (SUB)**
- **Limits on Subcontracting**
- **Advance notice of plant closings**
- **Agreements to keep plants open or to reinvest in facilities**

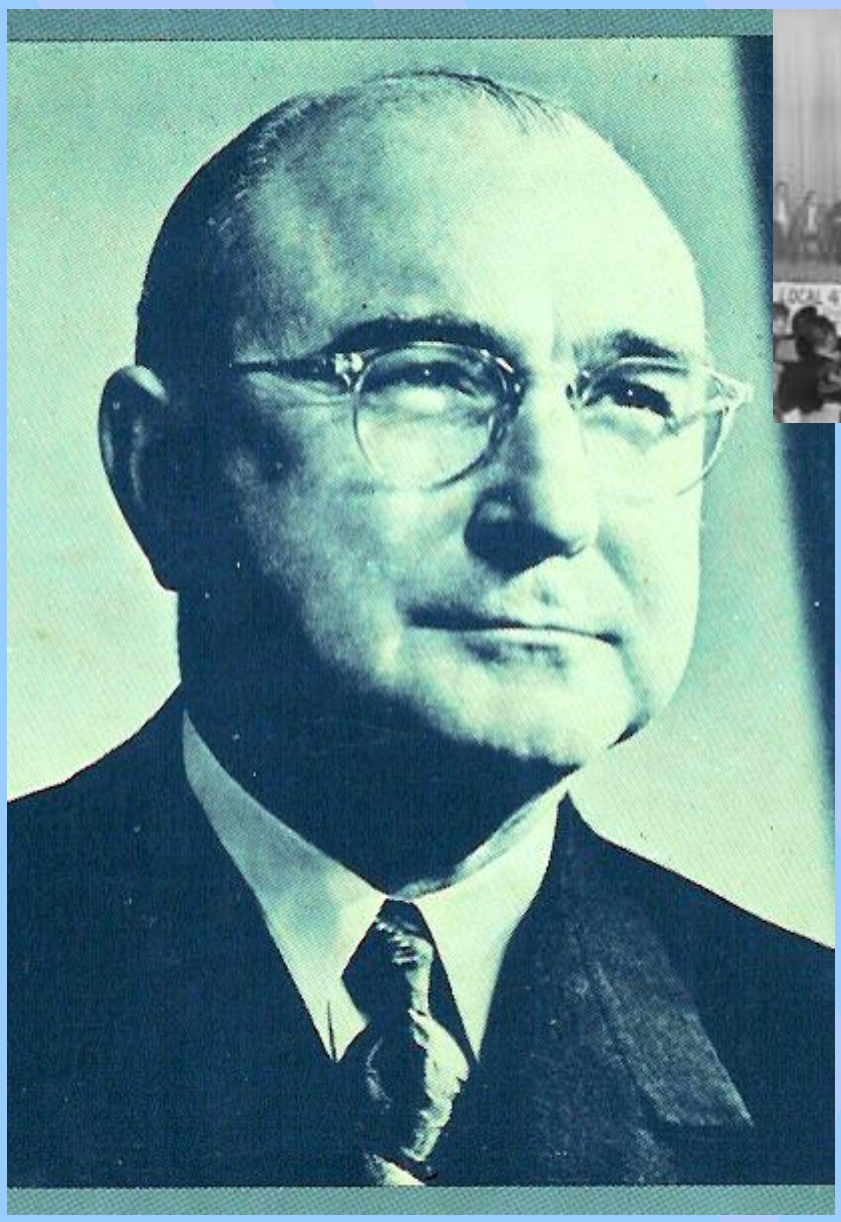


Bargaining Outcomes: Other

- *Contract duration*
- *Grievance and arbitration procedures*
- *Management rights*
- *Contingent reopenings*
- *Timing of reopenings*



Lemuel Ricketts Boulware
(Boulwarism)



1916-1990